



**CONGRESSIONAL BUDGET OFFICE
COST ESTIMATE**

April 25, 2003

**H.R. 1119
Family Time Flexibility Act**

*As ordered reported by the House Committee on Education and the Workforce
on April 9, 2003*

H.R. 1119 would amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector. In lieu of overtime pay, employees could receive compensatory time off at a rate not less than one and one-half hours for each hour of employment for which overtime pay would otherwise be required. Such compensatory time could be provided only in accordance with a collective bargaining agreement or with the consent of the affected employees. The changes would be effective for five years after enactment of the bill.

Enactment of H.R. 1119 could result in a change in enforcement costs of the Department of Labor, which would be subject to appropriation actions. CBO estimates that any federal costs or savings that would result from implementing H.R. 1119 would be insignificant.

H.R. 1119 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act and would impose no costs on state, local, or tribal governments.

The CBO staff contact for this estimate is Christina Hawley Sadoti. This estimate was approved by Peter H. Fontaine, Deputy Assistant Director for Budget Analysis.